## ORDINANCE NO. 2020-03\_ OFTHETOWN OF ZIONSVILLE, INDIANA

# AN ORDINANCE AMENDING THE SALARY ORDINANCE OF THE TOWN OF ZIONSVILLE, INDIANA FOR THE CALENDAR YEAR 2020 PURSUANT TO INDIANA CODE §36-5-3-2(b).

**WHEREAS**, §1. C. 36-5-3-2{b) confers upon the Zionsville Town Council ("Town Council"), the power to provide reasonable compensation for Town of Zionsville ("Town") employees; and

**WHEREAS**, the Town Council adopted Ordinance No. 2019-23 on November 04, 2019 providing for compensation to be paid to officials and employees of the Town for calendar year 2020; and

**WHEREAS**, the administration is restructuring the Department of Finance & Records, eliminating the position of Director of Finance & Records, and transitioning work that was previously outsourced to our internal team, to be led and managed by a Chief Financial Officer; and

**WHEREAS**, because the Town's workforce has grown by nearly 50% over the last four years, it is prudent to create a central management position, Human Resource Manager, that will lead and direct all human resource related functions for the Town; and

WHEREAS, The administration desires to add a Municipal Relations Coordinator, the position is being created to fill a need for improved service and communication both internally and externally and the desire is to fill the position with a qualified candidate that has expressed interest in the position; and

WHEREAS, the salary ordinance must be amended to reflect the new positions.

**NOW, THEREFORE, BE IT ORDAINED AND ENACTED** by the Town Council of the Town of Zionsville, . Indiana that the following exhibit of Ordinance 2019-23 is hereby amended.

- Section 1. There is herein created the position of Chief Financial Officer who is to be the head of the Department of Finance and Records.
- Section 2. There is herein created the position of Municipal Relations Coordinator which shall be a part of the Department of Administration,
- Section 3. There is herein created a Department of Human Resources in the Town. There is also herein created the position of Human Resource Manager which shall be the head of the Department of Human Resources.
- Section 3. Amendment. The 2020 Salary Ordinance, Ordinance No. 2019-23, is hereby amended by deleting "Exhibit A" adopted as a part of Ordinance 2019-23 and replacing it with an amended "Exhibit A" attached as a part of this Ordinance amendment to reflect the addition of the aforementioned positions within the Town.
- Section 4. <u>Construction of Clause Headings</u>. The clause headings appearing herein have been provided for convenience and reference and do not purport and shall not be deemed to define, limit or extend the scope or intent of the clause to which they appertain.

Section 5. Repeal of Conflicting Ordinances. The provisions of all other Town ordinances in conflict with the provisions hereof, if any, are of no further force or effect and are hereby repealed.

Section 6. Severability. If any part of this Ordinance shall be held invalid, such part shall be deemed severable and the invalidity thereof shall not affect the remainder of the Ordinance.

Section 7. Duration and Effective Date. The provisions of this Ordinance shall become and remain in full force and effect on following the date of its passage and adoption upon its signature by the Town's executive in the manner prescribed by J.C. §36-5-2-IO(a) and until its repeal by ordinance.

Introduced and fi	led on the	day of	, 2020. A motion to consider on First Reading was sustained by a
vote of	in favor and	opposed	d, pursuant to Indiana Code §36-5-2-9.8.

DULY PASSED AND ADOPTED this _	day of	, 2020, by the Town Council of the
Town of Zionsville, Boone County, Indiana,	having been passed by a vote of	in favor and
opposed.		

## TOWN COUNCIL OF THE TOWN OF ZIONSVILLE, BOONE COUNTY, INDIANA

BOONE COUNTY, INDIANA							
	YEA Signature	NAY Signature					
Josh Garrett,							
President							
Bryan Traylor, Vice-President							
Brad Burk, Member							
Alex Choi, Member							
Joe Culp, Member							
Craig Melton, Member							
Jason Plunkett, Member							
I hereby certify that the foregoing Ordinar day of 2020, at  ATTEST: Amelia Anne Lacy, Director, Department of Finance and Records	nce was delivered to Town ofm.	Zionsville Mayor Emily Styron on the					
	MAYOR'S APPROV	<u>VAL</u>					
Emily Styron, Mayor	DA	ATE					
	MAYOR'S VETO	2					
Emily Styron, Mayor		ATE					

## EXHIBIT A 2020 SALARY ORDINANCE

As amended

#### EXHIBIT A

#### Town of Zionsville Wage Schedule -2020 and Salary Guidelines – Amended February 2020

Amended February 2020 Maximum										
7411	ended rebidal y 2020	Rating #/p	*	nay fron	n pay from	nav from	pay from	nav from	BASE	Performance
DE	PARTMENT/POSITION	realing #/p		GEN'L	SEWER	MVH	PARK	FIRE	SALARY*	Increase
BEI / II ( I III E E I I I I I I I I I I I I				FUND	FUND	FUND	FUND	FUND	OALAITI	(to base
Adr	ministration			. 0.15	. 0.15	1 0110	1 0115	1 OND		salary)
,	plan comm member	NA	7	1.00%					\$480.00	caiai y /
	BZA member	NA	5	100%					\$480.00	
	town council member	NA	6	100%					\$5-,000.00-	
	town council president	NA	1	100%					\$10,000.00	
X	mayor	NA	1	100%					\$124,200.00	
X	chief financial officer	86.0	1	100%					\$120,000.00	4.00%
X	dir. Of communications	56.9	1	29%	14.28%	14.28%	14.28%	14.28%		4.00%
	communications ass't.		1	100%	,				\$62,000.00	4.00%
	chief deputy director	43.3	1	100%					\$56,995.20	4.00%
	deputy director - payroll/hr	39	1	100%					\$52,312.80	4.00%
	court deputy director	35.6	1	100%					\$51,755.76	4.00%
X	deputy mayor	86.5	1	100%					\$103,263.84	4.00%
	municipal relations coordin		1	100%					\$64,512.00	4.00%
X		65.8	1	100%					\$80,000.00	4.00%
	Dir. Of Plan. & Ee. Dev.	74.2	1	100%					\$91,675.00	4.00%
	planner I Econ.	43.3	1	100%					\$60,000.00	4.00%
	planner I petitions	43.3	1	100%					\$56,731.00	4.00%
X	planner II/ pre PM	51.7	1	100%					\$64,689.36	4.00%
	planner II <i>i</i> post PM	50	1	100%					\$61,373.52	4.00%
	Building tech. coordinator	34.7	1	100%					\$50,396.16	4.00%
	Π director	67.5	1	100%					\$92,000.16	4.00%
	deputy IT director	55	1	100%					\$70,377.61	4.00%
	technology coordinator	35.5		100%					\$65,000.00	4.00%
	sr. inspector/p.a.	51.9	1	100%					\$69,087.36	4.00%
	building inspector	50	1	100%					\$67,281.12	4.00%
	building inspector FOG	50	1	100%					\$61,229.28	4.00%
	planner I-zoning	43.3	. 1	100%					\$58,857.12	4.00%
	town mgr admin assist	40.8	1	100%					\$63,000.00	4.00%
	planning admin assist	31.9	1	100%					\$51,427.92	4.00%
	judge	NA	. 1	100%					\$6,000.00	
	prosecutor	NA	1	100%		per court s	session		\$220.00	
	Safety board member	NA	2	100%		•			\$360.00	
Poli	c§afetv board president	NA	1	100%					\$540.00	
X	chief of police	77.7	1	100%					\$93, 113.28	4.00%
X		60	1	100%					\$77,133'.36	4.00%
	captain - ac;Jmin.	60	1	100%					\$77,133.36	4.00%
	captain - investigations	60.	1	100%					\$77,133.36	4.00%
11	lieutenant	54.4	4	100%					\$70,866.72	4.00%
	sergeant	47.9	5	100%					\$65,163.36	4.00%
	corporals	46.2	2	100%					\$63,027.12	4.00%
	corporal - K9	46.2	1	100%					\$66,677.03	4.00%
	detective/specialist	46.2	3	100%					\$63,026.88	4.00%
	police officer II/K9	43.3	1	100%	PSLIT				\$64,820.24	4.00%
	police officer II	43.3	11	100%	PSLIT				\$61, 170.24	4.00%
	police officer I	38.8	7	100%	PSLIT				\$54,855.00	4.00%
	police officer I - first year	38.8	0	100%	PSLIT				\$49,369.50	4.00%
	admin assistant	31.9	1	100%					\$40,000.08	4.00%
	executive admin. asst.	45.2	1	100%					\$56,650.08	4.00%
	part time - maintenance			100%			max per h	our	\$12.00	
	police commissioner		2	100%	(non T.C.	. member)	•		\$25.00	

### Town of Zionsville Wage Schedule -2020 and Salary Guidelines – Amended February 2020

Was	stewater									
X	superintendent	73.3	1	100%			\$81,595.00	4.00%		
	plant and lift station man.	50.9	1	100%			\$63,000.00	4.00%		
	assist. Maint. & lead op.	45.6	1	100%			\$48,000.00	4.00%		
	lab manager	45.2	1	100%			\$56,000.00	4.00%		
	collection operator	36.9	0	100%			\$57,011.00	4.00%		
	plant operator II	33.5	0	100%			\$52,505.00	4.00%		
	plant operator I	27.3	1	100%			\$48,052.00	4.00%		
	plant operator I	27.3	1	100%			\$46,930.00	4.00%		
	plant operator I	27.3	1	100%			\$45,982:00	4.00%		
	plant operator I	27.3	2	100%			\$44,861.00	4.00%		
	admin assistant	43.3	1	100%			\$56,000.00	4.00%		
	billing administrator	37.3	1	100%			\$45,000.00	4.00%		
	finance & record staff. Ass.	31.5	1	100%			\$42,000.00	4.00%		
	(Admin. position)									
	labor - part time			100%		max per hour	\$12.00			
Stre	et & Stormwater									
X	superintendent	80.6	1		100%		\$95,724.00	4.00%		
X	ass't. superin streets	55.6	1		100%		\$69,772.00	4.00%		
X	ass't. superin. stormwater	56.7	1		100%		\$72,794.00	4.00%		
	right-of-way utility coord.	38.5	1		100%		\$56,783.00	4.00%		
	team leader	40.6	2	8%	92%		\$60,169.00	4.00%		
	stormwater technician	34.8	1		100%		\$53,159.00	4.00%		
	technician II	31.3	5	8%	92%		\$50,621.00	4.00%		
	technician I	258	3	8%	92%		\$45,803.52	4.00%		
	labor part time				100%	max per hour	\$1-1.00			
	admin assistant	33.8	1		100%		\$53,693.00	4.00%		
· Parl	ks & Recreation									
	park board member	NA	6			100%	\$480.00			
X	superintendent	65.2	1			100%	\$83,367.18	4.00%		
X	dir. of maintenance serv.	45	1			100%	\$61,138.95	4.00%		
	park technician II	27.1	1.			100%	\$49,482.70	4.00%		
	park technician II	27.1	1			100%	\$46,633.44	4.00%		
	park technician II	27.1	1			·100%	\$39,600.00#	4.00%		
		01.7	4			1000/	¢42 575 77	4.000/		
	park technician I	21.7	1			100%	\$42,575.76	4.00%		
$\mathbf{v}$	admin assistant	32.9	1			100%	\$53,560.00	4.00%		
X	parkinataranot	39	1			100%	\$54,451.35	4.00%		
	golf course manager		1	<u></u>	golf fund	100%	\$45,000.00	4.00%		
*001	labor - part time	Λ		max per		100%	\$12.00			
*salary for time worked in 2020				This is the base salary for the position.						

X = exempt status per FLSA

See "Zionsville Salary Administration" for guidelines to be used for administering salary increases - attached.

<sup>#/</sup>p = number of people in that position at that salary

# Town of Zionsville Wage Schedule - 2020 and Salary Guidelines –

#### **Amended February 2020**

X fire chief		DEPARTMENT/POSITION	·Rating#/p*		pay from GEN'L FUND	pay from SEWER FUND	pay from MVH FUND	pay from PARK FUND	pay FIRE FUND	BASE SALARY*	Maximum Performance Increase (to base salary)
X deputy chief         73.1         3         PSLIT         100%         \$90,901.92         4.00%           X division chief         63.1         1         PSLIT         100%         \$81,252.00         4.00%           X division chief         63.1         1         PSLIT         100%         \$81,252.00         4.00%           X division chief         63.1         1         PSLIT         100%         \$73,929.36         4.00%           battalion chief         58.5         3         PSLIT         100%         \$73,929.36         4.00%           captain         54         4         100%         \$76,026.96         4.00%           lieutenant         51.5         1         PSLIT         100%         \$68,603.04         4.00%           engineer         47.3         9         PSLIT         100%         \$66,030.04         4.00%           firefighter III         44.8         2         100%         \$62,292.84         4.00%           firefighter III         44.8         1         100%         \$62,253.40         4.00%           firefighter I         39.4         1         100%         \$59,316.48         4.00%           firefighter I         39.4         1 <td>Fire</td> <td></td> <td>0.7.4</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1000/</td> <td>Ф10<b>2</b> 441 04</td> <td>4.000/</td>	Fire		0.7.4						1000/	Ф10 <b>2</b> 441 04	4.000/
X         division chief         63.1         1         PSLIT         100%         \$81,252.00         4.00%           X         division chief         63.1         2         PSLIT         100%         \$80,819.28         4.00%           X         division chief         63.1         1         PSLIT         100%         \$73,929.36         4.00%           battalion chief         58.5         3         PSLIT         100%         \$76,026.96         4.00%           captain         54         4         100%         \$70,763.28         4.00%           lieutenant         51.5         5         PSLIT         100%         \$68,206.80         4.00%           engineer         47.3         9         PSLIT         100%         \$66,026.24         4.00%           firefighter III         44.8         2         PSLIT         100%         \$62,298.48         4.00%           firefighter III         44.8         1         100%         \$62,258.40         4.00%           firefighter III         44.8         1         100%         \$60,769.68         4.00%           firefighter I         39.4         1         100%         \$50,625.84         4.00%           firefi								DOL IT			
X         division chief         63.1         2         PSLIT         100%         \$80,819.28         4.00%           X         division chief         63.1         1         PSLIT         100%         \$73,929.36         4.00%           battalion chief         58.5         3         PSLIT         100%         \$76,026.96         4.00%           captain         54         4         100%         \$76,026.96         4.00%           lieutenant         51.5         1         PSLIT         100%         \$68,603.04         4.00%           lieutenant         51.5         5         PSLIT         100%         \$68,236.80         4.00%           engineer         47.3         9         PSLIT         100%         \$64,026.24         4.00%           firefighter III         44.8         2         100%         \$62,292.48         4.00%           firefighter III         44.8         1         100%         \$62,258.40         4.00%           firefighter III         44.8         1         100%         \$50,769.68         4.00%           firefighter I         39.4         7         100%         \$50,769.68         4.00%           firefighter I         39.4 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>											
X division chief   63.1   1											
battalion chief 58.5 3 PSLIT 100% \$70,026.96 4.00% captain 54 4 100% \$70,763.28 4.00% lieutenant 51.5 1 PSLIT 100% \$68,603.04 4.00% engineer 47.3 9 PSLIT 100% \$64,026.24 4.00% firefighter III 44.8 2 100% \$62,928.48 4.00% firefighter III 44.8 1 100% \$62,592.48 4.00% firefighter III 43.1 11 100% \$59,316.48 4.00% firefighter II 43.1 11 100% \$59,316.48 4.00% firefighter II 39.4 1 100% \$59,316.48 4.00% firefighter I 39.4 7 100% \$50,025.84 4.00% firefighter I 39.4 7 100% \$56,025.84 4.00% firefighter I 39.4 7 100% \$55,025.84 4.00% firefighter I 39.4 7 100% \$55,025.84 4.00% firefighter I 39.4 1 100% \$54,685.92 4.00% probationary firefighter I 39.4 7 100% \$55,025.84 4.00% firefighter I 39.4 7 100% \$55,025.84 4.00% firefighter I 39.4 7 100% \$55,025.84 4.00% firefighter I 39.4 7 100% \$54,685.92 4.00% probationary firefighter I 39.4 7 100% \$54,685.92 4.00% firefighter I 39.4 7 100% \$54,085.00 4.00% firefighter I 39.4 7										*	
captain         54         4         100%         \$70,763.28         4.00%           lieutenant         51.5         1         PSLIT         100%         \$68,603.04         4.00%           lieutenant         51.5         5         PSLIT         100%         \$68,236.80         4.00%           firerigher III         44.8         2         100%         \$64,026.24         4.00%           firefighter III         44.8         4         100%         \$62,292.48         4.00%           firefighter III         44.8         13         100%         \$62,292.48         4.00%           firefighter III         44.8         1         100%         \$62,2592.48         4.00%           firefighter III         44.8         1         100%         \$62,2592.48         4.00%           firefighter III         44.8         1         100%         \$50,769.68         4.00%           firefighter II         43.1         11         100%         \$59,815.44         4.00%           firefighter I         39.4         7         100%         \$56,025.84         4.00%           firefighter I         39.4         7         100%         \$54,685.92         4.00%           part ti	X										
lieutenant   51.5   1								PSLIT			
lieutenant		captain		4							
engineer 47.3 9 PSLIT 100% \$64,026.24 4.00% firefighter III 44.8 2 100% \$62,928.48 4.00% firefighter III 44.8 4 100% \$62,928.48 4.00% firefighter III 44.8 13 100% \$62,592.48 4.00% firefighter III 44.8 1 100% \$62,592.48 4.00% firefighter III 44.8 1 100% \$60,769.68 4.00% firefighter III 43.1 11 100% \$59,316.48 4.00% firefighter II 43.1 11 100% \$59,815.44 4.00% firefighter I 39.4 1 100% \$59,815.44 4.00% firefighter I 39.4 7 100% \$56,025.84 4.00% firefighter I 39.4 1 100% \$56,025.84 4.00% firefighter I 39.4 7 100% \$50,423.28 4.00% probationary firefighter I 39.4 7 100% \$50,423.28 4.00% part time		lieutenant						PSLIT	100%	\$68,603.04	
firefighter III         44.8         2         100%         \$62,928.48         4.00%           firefighter III         44.8         4         100%         \$62,592.48         4.00%           firefighter III         44.8         13         100%         \$62,258.40         4.00%           firefighter III         44.8         1         100%         \$60,769.68         4.00%           firefighter III         43.1         11         100%         \$59,316.48         4.00%           firefighter I         39.4         1         100%         \$59,815.44         4.00%           firefighter I         39.4         7         100%         \$56,025.84         4.00%           firefighter I         39.4         7         100%         \$56,025.84         4.00%           firefighter I         39.4         7         100%         \$54,685.92         4.00%           probationary firefighter I         39.4         7         100%         \$52,202.88         4.00%           part time         max per hour         100%         \$53,073.64         4.00%           executive admin. assist.         36.5         1         100%         \$53,078.64         4.00%           fire inspector         35		lieutenant						PSLIT			
firefighter III       44.8       4       100%       \$62,592.48       4.00%         firefighter III       44.8       13       100%       \$62,258.40       4.00%         firefighter III       44.8       1       100%       \$60,769.68       4.00%         firefighter III       43.1       11       100%       \$59,316.48       4.00%         firefighter I       39.4       1       100%       \$50,769.44       4.00%         firefighter I       39.4       7       100%       \$56,025.84       4.00%         firefighter I       39.4       1       100%       \$56,025.84       4.00%         probationary firefighter I       39.4       7       100%       \$54,685.92       4.00%         part time       max per hour       100%       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%       \$53,078.64       4.00%         admin assistant       31.9       1       100%       \$53,078.64       4.00%         fire inspector       35.2       0       100%       \$54,762.72       4.00%         fire inspector/investigator       38.1       1       100%       \$54,762.72       4.00%         f		engineer						PSLIT			
firefighter III       44.8       13       100%.       \$62,258.40       4.00%         firefighter III       44.8       1       100%.       \$60,769.68       4.00%         firefighter III       44.8       1       100%.       \$59,316.48       4.00%         firefighter II       43.1       11       100%.       \$59,316.48       4.00%         firefighter I       39.4       1       100%.       \$60,769.44       4.00%         firefighter I       39.4       7       100%.       \$56,025.84       4.00%         firefighter I       39.4       1       100%.       \$56,025.84       4.00%         firefighter I       39.4       7       100%.       \$56,025.84       4.00%         probationary firefighter I       39.4       7       100%.       \$54,685.92       4.00%         part time       max per hour       100%.       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%.       \$53,078.64       4.00%         admin assistant       31.9       1       100%.       \$53,078.64       4.00%         fire inspector       35.2       0       100%.       \$51,806.16       4.00%         fir		firefighter III	44.8								
firefighter III       44.8       1       100%       \$60,769.68       4.00%         firefighter III       44.8       1       100%       \$59,316.48       4.00%         firefighter II       43.1       11       100%       \$59,815.44       4.00%         firefighter I       39.4       1       100%       \$60,769.44       4.00%         firefighter I       39.4       7       100%       \$56,025.84       4.00%         probationary firefighter I       39.4       7       100%       \$54,685.92       4.00%         part time       max per hour       100%       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%       \$53,078.64       4.00%         admin assistant       31.9       1       100%       \$53,078.64       4.00%         fire inspector       35.2       0       100%       \$51,806.16       4.00%         public educator       37.7       1       100%       \$54,762.72       4.00%         public educator       37.7       1       100%       \$54,341.52       4.00%         ** paramedic         Engineer-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$15.00<		firefighter III	44.8							\$62,592.48	
firefighter III       44.8       1       100%       \$59,316.48       4.00%         firefighter II       43.1       11       100%       \$59,815.44       4.00%         firefighter I       39.4       1       100%       \$60,769.44       4.00%         firefighter I       39.4       7       100%       \$56,025.84       4.00%         probationary firefighter I       39.4       7       100%       \$54,685.92       4.00%         part time       max per hour       100%       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%       \$53,78.64       4.00%         admin assistant       31.9       1       100%       \$51,806.16       4.00%         fire inspector       35.2       0       100%       \$51,806.16       4.00%         fire inspector/investigator       38.1       1       100%       \$54,7462.72       4.00%         public educator       37.7       1       100%       \$54,341.52       4.00%         ** paramedic       Engineer-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$4,000.00       \$15.00         FF-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$6.00 <t< td=""><td></td><td>firefighter III</td><td>44.8</td><td>13</td><td></td><td></td><td></td><td></td><td></td><td>\$62,258.40</td><td></td></t<>		firefighter III	44.8	13						\$62,258.40	
firefighter II       43.1       11       100%       \$59,815.44       4.00%         firefighter I       39.4       1       100%       \$60,769.44       4.00%         firefighter I       39.4       7       100%       \$56,025.84       4.00%         probationary firefighter I       39.4       7       100%       \$54,685.92       4.00%         part time       max per hour       100%       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%       \$53,078.64       4.00%         admin assistant       31.9       1       100%       \$53,078.64       4.00%         fire inspector       35.2       0       100%       \$51,806.16       4.00%         fire inspector/investigator       38.1       1       100%       \$54,762.72       4.00%         public educator       37.7       1       100%       \$54,341.52       4.00%         X facilities manager       53.5       1       100%       \$70,342.08       4.00%         ** paramedic       per 12 hour shift       100%       \$15.00       \$15.00       \$6.00         FF-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$22.00       \$6.00		firefighter III	44.8	1					100%.	\$60,769.68	
firefighter I       39.4       1       100%       \$60,769.44       4.00%         firefighter I       39.4       7       100%       \$56,025.84       4.00%         firefighter I       39.4       1       100%       \$54,685.92       4.00%         probationary firefighter I       39.4       7       100%       \$50,423.28       4.00%         part time       max per hour       100%       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%       \$53,078.64       4.00%         admin assistant       31.9       1       100%       \$54,464.00       4.00%         fire inspector       35.2       0       100%       \$51,806.16       4.00%         fire inspector/investigator       38.1       1       100%       \$54,762.72       4.00%         public educator       37.7       1       100%       \$54,341.52       4.00%         X facilities manager       53.5       1       100%       \$70,342.08       4.00%         ** paramedic       100%       \$4,000.00       \$15.00       \$15.00       \$22.00       \$22.00       \$22.00       \$22.00       \$22.00       \$22.00       \$6.00       \$6.00       \$6.		firefighter III	44.8	1					100%	\$59,316.48	4.00%
firefighter I       39.4       7       100%       \$56,025.84       4.00%         firefighter I       39.4       1       100%       \$54,685.92       4.00%         probationary firefighter I       39.4       7       100%       \$50,423.28       4.00%         part time       max per hour       100%       \$50,423.28       4.00%         executive admin. assist.       36.5       1       100%       \$53,078.64       4.00%         admin assistant       31.9       1       100%       \$53,078.64       4.00%         fire inspector       35.2       0       100%       \$48,446.40       4.00%         fire inspector/investigator       38.1       1       100%       \$51,806.16       4.00%         public educator       37.7       1       100%       \$54,762.72       4.00%         X facilities manager       53.5       1       100%       \$70,342.08       4.00%         *** paramedic       100%       \$4,000.00       \$15.00       \$22.00       \$6.00       \$22.00       \$6.00         FF-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$22.00       \$6.00       \$6.00		firefighter II	43.1	11					100%	\$59,815.44	4.00%
firefighter I       39.4       1       100%       \$54,685.92       4.00%         probationary firefighter I       39.4       7       100%       \$50,423.28       4.00%         part time       max per hour       100%       \$22.00       \$22.00         executive admin. assist.       36.5       1       100%       \$53,078.64       4.00%         admin assistant       31.9       1       100%       \$48,446.40       4.00%         fire inspector       35.2       0       100%       \$51,806.16       4.00%         fire inspector/investigator       38.1       1       100%       \$54,762.72       4.00%         public educator       37.7       1       100%       \$54,341.52       4.00%         X facilities manager       53.5       1       100%       \$70,342.08       4.00%         ** paramedic       100%       \$4,000.00       \$15.00		firefighter I	39.4	1					100%	\$60,769.44	4.00%
probationary firefighter I         39.4 part time         7         100% spart time         \$50,423.28 max per hour         4.00% spart time           executive admin. assist.         36.5 spart time         100% spart time         \$22.00 max per hour         100% spart time         \$22.00 max per hour         \$22.00 max per hour         \$22.00 max per hour         \$22.00 max per hour         \$30.00 max per hour		firefighter I	39.4	7					100%	\$56,025.84	4.00%
part time executive admin. assist. 36.5 1 admin assistant 31.9 1 fire inspector 35.2 0 fire inspector/investigator 38.1 1 public educator 37.7 1  X facilities manager 53.5 1  *** paramedic Engineer-Lieutenant Ride-out Pay FF-Lieutenant Ride-out Pay FF-Engineer Ride-out P		firefighter I	39.4	1					100%	\$54,685.92	4.00%
Executive admin. assist.   36.5   1   100%   \$53,078.64   4.00%   4.00%   4.00%   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16   51,806.16		probationary firefighter I	39.4	7					100%	\$50,423.28	4.00%
admin assistant       31.9       1       100%       \$48,446.40       4.00%         fire inspector       35.2       0       100%       \$51,806.16       4.00%         fire inspector/investigator       38.1       1       100%       \$54,762.72       4.00%         public educator       37.7       1       100%       \$54,341.52       4.00%         X facilities manager       53.5       1       100%       \$70,342.08       4.00%         *** paramedic       100%       \$4,000.00       \$4,000.00       \$15.00 </td <td></td> <td>part time</td> <td></td> <td></td> <td></td> <td>1</td> <td>max per h</td> <td>our</td> <td>100%</td> <td>\$22.00</td> <td></td>		part time				1	max per h	our	100%	\$22.00	
fire inspector 35.2 0 100% \$51,806.16 4.00% fire inspector/investigator 38.1 1 100% \$54,762.72 4.00% public educator 37.7 1 100% \$54,341.52 4.00% \$70,342.08 4.00% ** paramedic 100% \$70,342.08 4.00% Engineer-Lieutenant Ride-out Pay FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$15.00 FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$22.00 FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00		executive admin. assist.	36.5	1					100%	\$53,078.64	4.00%
fire inspector/investigator 38.1 1 100% \$54,762.72 4.00% public educator 37.7 1 100% \$54,341.52 4.00% \$70,342.08 4.00% \$70,342.08 4.00% ** paramedic 100% \$4,000.00 Engineer-Lieutenant Ride-out Pay FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$15.00 FF-Engineer Ride-out Pay per 12 hour shift 100% \$22.00 FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00		admin assistant	31.9	1					100%	\$48,446.40	4.00%
public educator       37.7       1       100%       \$54,341.52       4.00%         X facilities manager       53.5       1       100%       \$70,342.08       4.00%         *** paramedic       100%       \$4,000.00       \$4,000.00       \$15.00       <		fire inspector	35.2	0					100%	\$51,806.16	4.00%
X facilities manager       53.5       1       100%       \$70,342.08       4.00%         *** paramedic       100%       \$4,000.00       \$4,000.00         Engineer-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$15.00         FF-Lieutenant Ride-out Pay       per 12 hour shift       100%       \$22.00         FF-Engineer Ride-out Pay       per 12 hour shift       100%       \$6.00		fire inspector/investigator	38.1	1					100%	\$54,762.72	4.00%
** paramedic 100% \$4,000.00  Engineer-Lieutenant Ride-out Pay per 12 hour shift 100% \$15.00  FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$22.00  FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00		public educator	37.7	1					100%	\$54,341.52	4.00%
Engineer-Lieutenant Ride-out Pay per 12 hour shift 100% \$15.00  FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$22.00  FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00	X	facilities manager	53.5	1					100%	\$70,342.08	4.00%
FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$22.00 FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00		** paramedic							100%	\$4,000.00	
FF-Lieutenant Ride-out Pay per 12 hour shift 100% \$22.00 FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00		-	ut Pay			ı	per 12 hoi	ur shift	100%	\$15.00	
FF-Engineer Ride-out Pay per 12 hour shift 100% \$6.00		_	•			j	per 12 hoi	ur shift	100%		
B/C Ride-Out Pay per 12 hour shift 100% \$2q.00						· 	per 12 hoi	ur shift	100%	\$6.00	
		B/C Ride-Out Pay				ĺ	per 12 hoi	ur shift	100%	\$2q.oo	
Special Position Pay (Honor Guard, Iinstructor, Peer Support, Peer Fitness) 100% \$1,200.00		Special Position Pay (Hono	r Guard, Iins	struc	tor, Peers	Support, P	eer Fitnes	ss)	100%	\$1,200.00	

<sup>\*\*</sup>Annual stipend is based upon semi-annua.1 performance reviews completed by tby the Fire Chief or designee. Amounts shall be compensated in arrears one half on July  $1,2020\,$  and one half on December 15,2020.